spectrum
Specialising in Personality Disorder and Complex Trauma

Eastern Health

POSITION DESCRIPTION

Position Title:	Spectrum Clinician
Award Classification:	SW3, OT3, P2, RPN3
Award / Agreement Name:	*Victorian Mental Health Services EBA* *Medical Scientists, Pharmacists & Psychology EBA*
Position Reports to:	Clinical Manager Spectrum

EASTERN HEALTH – GREAT CARE, EVERYWHERE, EVERY TIME

Eastern Health is one of Melbourne's largest metropolitan public health services. We provide a comprehensive range of high quality acute, sub-acute, palliative care, mental health, drug and alcohol, residential care, community health and statewide services to people and communities that are diverse in culture, age and socio- economic status, population and healthcare needs.

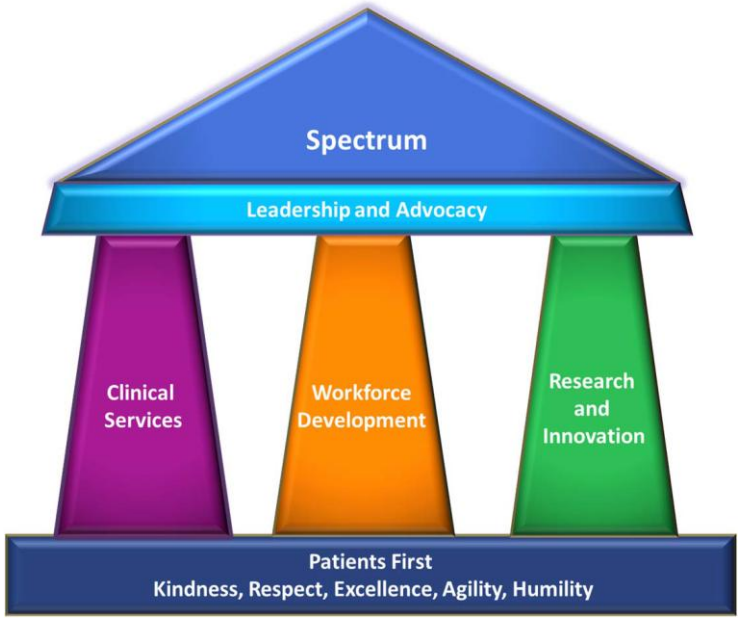


SPECTRUM

Spectrum specialises in personality disorder and complex trauma. Spectrum is a centre of clinical excellence for personality disorder and the statewide specialist personality disorder service for Victoria, funded by the Department of Health and provided by Eastern Health.

Spectrum provides direct clinical care for people with complex and or severe personality disorder, secondary consultations and second opinions for clinicians working with people experiencing complex trauma or personality disorders and workforce development opportunities. Underpinning these areas are Spectrum's research, innovation and evaluation activities. Spectrum provides leadership and advocacy for appropriate access to evidence based healthcare and other supports for individuals and their carers living with personality disorder across Australia.

www.spectrumbpd.com.au



1. POSITION PURPOSE

The Spectrum Clinician is responsible for delivering a range of services in accordance with Spectrum's strategic directions. This includes specialised treatment to people with personality disorder, consultation to services and delivering training to a range of services working with people with personality disorder.

As part of Eastern Health, Spectrum is the statewide centre of clinical excellence that provides leadership in the application of evidence-based best practice for treatment and recovery from personality disorders, research and training.

This role is based in Richmond.

2. MAJOR DUTIES AND/OR RESPONSIBILITIES

Ensure the safe delivery of:

- Effective empirically supported individual and group psychotherapy and, within this role, provision of interagency liaison tasks that may be required from time to time to ensure best possible treatment is maintained.
- Specialist assessment, formulation and treatment planning for consumers presenting with complex personality disorder and related difficulties.
- Effective triage, telephone and online supports to professionals, carers and consumers, along with contributions to the continuous review and improvement of multimedia resources that support such inquiry.
- Provision of discipline-specific advice and information to internal and external health professionals and services regarding assessment and treatment approaches for personality disorder within the scope of the role.
- Participation in workforce development, training and education activities delivered by Spectrum and Eastern Health's State-wide Service Program.
- Contributions to service development, quality improvement, research and evaluation programs.
- Contributions to the professional development of colleagues, students and trainees through mentoring, education and case discussion activities as appropriate.
- Contributions to the intellectual capital of both Spectrum and Eastern Health's State-wide Service Program through active involvement in professional development seminars, clinical review forums and related activities

Teamwork

To work within a co-operative and supportive team environment:

- Able to work cooperatively with other team members and across sites as required
- Demonstrate flexibility with regard to hours of work and cover for periods of leave including sick leave, annual leave and ADO's, as directed by the Clinical Manager and/or leadership team.
- Promote the sharing of information and develop strong working relationships across the sector.

3. LOCAL WORK ENVIRONMENT

Spectrum is a centre of clinical excellence for personality disorder. Its mission is to apply best available evidence to improve treatment and recovery for those with borderline personality disorder.

Spectrum's work can range from contributing to research, capacity building in the workforce (statewide and nationally), to providing a full clinical service of empirically supported treatment interventions including: specialist assessment and individual and group psychotherapy, biomedical treatments and secondary consultation (including telephone and online). The clinical work is organised across a variety of work domains and staff, who although allocated to a particular area, are expected to work across all these areas as service demand requires.

The clinical work is supported by senior specialists in Workforce Development and Research/Evaluation. Additionally specialist psychiatry cover is provided by a psychiatrist and up to two full time psychiatric registrars.

Clinical leadership of treatment service delivery is provided by the Spectrum Clinical Manager and the Spectrum Clinical Director. Final authority for all clinical matters rests with Clinical Program Director for the Mental Health and Wellbeing and Spectrum Programs.

Operational leadership is provided by the Spectrum Associate Program Director. Final authority for all operational matters rests with the Program Director, Statewide Services.

Various work domains of Spectrum are listed as below:

1. **A complex needs care team** that is agile and resourced to provide tertiary level direct patient services for patients determined as complex and/or suffering severe personality disorders. This includes secondary consultations for clinicians and others treating patients accepted for Spectrum treatment from this team). The team provides treatment and consultation to people supported by specialist AMHS or forensic-corrections services.

2. **Spectrum Foundations team** that offers a foundational model of treatment based on Good Psychiatric Management (GPM) to everyone that is coming to Spectrum from the Assessment Clinic. This model involves multidisciplinary clinicians as well as lived experience workers (consumer and carer perspectives).

3. **Outpatient Treatment Clinics** operating from Richmond provides empirically supported individual and group psychotherapy treatments (Dialectical Behaviour Therapy and Mentalization Based Treatment) for people with personality disorder and where indicated, carers and family, referred from the primary, private and public sectors.

4. **Intake service** that receives calls from referrers and the general community. The intake service will process referrals for appropriate assessment and follow up. It will collate, update and distribute information suitable for consumers, their families and carers as well as deliver an expert telephone based secondary consultation for primary health clinicians (GP's, private psychiatrists and GP practice mental health clinicians) and clinicians from Victorian Area mental health services (AMHS) who are treating people with BPD. Telephone services will link to various web based information supports developed and maintained by this team.

5. **A Workforce Development Team** for a range of clinicians in the primary and public sector, Mental Health Community Support workers, as well as carers. This service will also include development initiatives for participating AMHS's that may involve more intensive, integrated packages of training, secondary and tertiary consultation to the AMHS aimed to achieve agreed development objectives, for periods of up to 12 months.

6. **Research and Innovation Unit** evaluates Spectrum activities, develops treatments and models of care that are appropriate for Australian health care settings and undertakes broader research and publication activities.

7. **Spectrum Assessment Clinic** provides specialist assessments or psychiatric second opinions for patients referred to Spectrum by AMHS's and GP's.

8. **Personality Disorder Initiative** provides service-specific projects of training, consultation, support and mentoring to Personality Disorder Specialists as part of a collaborative initiative to increase the workforce capacity to work effectively with people with personality disorder.

9. **Lived Experience Team** that provides direct individual and group based peer support, involvement of peer to peer contact in the intake team and other clinical teams for both consumers and their family members from consumer and carer perspectives. They also contribute to development of training, policy and processes and co-deliver training as per the teams capacity.

The Spectrum Clinician may work across a number of Spectrum's service domains (above). Within these, the clinicians' primary areas of work are negotiated on appointment and reviewed yearly as part of the annual performance review and work plan. Due to dynamic factors there will be times when the appointee may be required by the Clinical Manager to provide temporary cover to essential activities outside their usual work domains.

4. SAFE PRACTICE AND ENVIRONMENT

Occupational Health and Safety

Eastern Health is committed to provide and maintain a working environment for all staff that is safe and without risk to health. All staff are to take care of their own health and safety and the health and safety of any other person who may be affected by your acts or omissions at the workplace. Understand responsibilities and accountabilities to yourself and others in accordance with OH&S legislation and Eastern Health policies and promote a working environment that is congruent with these guidelines. This includes staff reporting of all clinical and OHS incidents and near misses, in particular those related to Occupational Violence, Manual Handling and Slips, trips and falls.

Staff are required to comply with all state legislative requirements in respect to the Occupational Health and Safety Act 2004 and the Workplace Injury Rehabilitation and Compensations (WIRC) Act 2013.

5. TRAINING AND DEVELOPMENT

Relevant, practical and timely education should direct, facilitate, enhance and support the professional growth and practice of employees in a health environment characterised by change. All programs should endeavour to promote evidence-based practice, a problem solving approach and to be competency based.

You are expected to participate in the personal development process on an annual basis.

The core activities of Spectrum include provision of clinical work and workforce development and capacity building across the state of Victoria. Spectrum employees are expected to participate in workforce capacity building activities including training and secondary consultation work.

6. QUALITY

As a staff member of Eastern Health staff are required to comply with Eastern Health performance standards and participate in continuous monitoring and improvement as part of your role. You are also required to comply with legislation, professional standards and accreditation standards.

As a staff member employed by Eastern Health services you must have and maintain the appropriate skills and knowledge required to fulfil your role and responsibilities within the organisation. In addition, you must ensure that you practice within the specifications of this position description, and where applicable within the agreed scope of practice.

You are responsible for ensuring safe high quality care in your work. This will include complying with best practice standards, identifying and reporting any variance to expected standards and minimising the risk of adverse outcomes and patient harm. In addition, you will ensure that service and care is consistent with the EH approach to patient and family centred care.

6. CONFIDENTIALITY

Any information obtained in the course of employment is confidential and should not be used for any purpose other than the performance of the duties for which the person was employed. Staff are bound by the Information Privacy Act 2000 and the Health Records Act 2001.

7. EQUAL EMPLOYMENT OPPORTUNITY

You agree to adhere to the Equal Employment Opportunity policies and practices of the Health Service. Discriminatory practices, including sexual harassment, are unlawful. The Health Service will not tolerate discriminatory behaviour and any such conduct may lead to the invoking of the Disciplinary Policy and Procedure, which may result in termination of employment.

8. PERFORMANCE DEVELOPMENT

A Performance Review, that includes agreed targets, will occur three (3) months from commencement and then annually on the basis of the duties and responsibilities outlined in this position description. This is an opportunity to review personal and the allocated work unit's service performance, facilitated by the setting of objectives/goals and ongoing evaluation of performance and achievement. Objectives will be developed annually, documented, discussed and agreed with the immediate line manager, who will act as the assessor. The incumbent is expected to demonstrate and show evidence annually of on-going self and allocated work unit's service development.

9. ATTACHMENTS

- Attachment 1 Key Selection Criteria
- Attachment 2 Additional Information

10. NOTE

Statements included in this position description are intended to reflect in general the duties and responsibilities of this position and are not to be interpreted as being all-inclusive.
Prior to accepting any offer of employment, prospective employees will be required to read and commit to the Eastern Health Code of Conduct, including (but not limited to) issues of Occupational Health and Safety, Equal Opportunity and Confidentiality.

Vaccination against infectious disease is a mandatory requirement of this role. An offer of employment is conditional on you providing evidence that you are currently vaccinated against COVID-19, prior to commencing employment.

Signed: _____ Date: ____/____/____

Manager

INCUMBENT STATEMENT

I _____ (Incumbent Name) have read, understood and accepted the above Position Description and associated Attachments.

Signed: _____ Date: ____/____/____

ATTACHMENT 1

KEY SELECTION CRITERIA

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1. You will have completed qualifications and hold registrations as specified in the EBA relevant to your discipline as follows:

Occupational Therapist:

- Registration as an Occupational Therapist with the Occupational Therapy Board of Australia, Australian Health Practitioners Registration Agency

Social Work:

- Holds a degree qualification in Social Work that has been approved by the Australian Association of Social Workers for membership as a Social Worker.
- Maintains compliance with the AASW Continuing Professional Development Policy in order to meet the Eastern Health Allied Health credentialing standard

Psychology:

- Full registration or eligibility for full registration as a Psychologist by the Psychology Board of Australia (PBA).
- Hold a Masters or Doctoral coursework qualification in Clinical Psychology that has been approved by the Psychology Board of Australia.
- Registration endorsement or eligibility for endorsement in Approved Area of Practice of Clinical Psychology.
- Hold PBA Approved Supervisor status with AHPRA.

Nursing:

- Registered as a Nurse with the Nursing & Midwifery Board Australia with approved/endorsed postgraduate qualifications in Psychiatric Nursing.

Because of the specialist nature of Spectrum's service demonstrable professional development linked to empirically supported specialist treatments for personality disorder is required for this level of appointment.

2. You are able to demonstrate in your clinical experience treatment of people with personality disorder in the public mental health sector, including empirically supported therapeutic models you have used.
3. You are able to demonstrate experience writing, developing, delivering and evaluating clinical training and professional development workshops relevant to the field.
4. You have well developed communication and interpersonal skills and are able to demonstrate respectful interactions with clients, staff and management.
5. You have experience supervising discipline specific supervisees.
6. You have experience offering secondary and/or tertiary level consultation to individuals and treating teams.
7. You have experience in implementing models of care, and/or designing and developing system models of evidence based care.
8. You have an understanding of the current profession specific standards of practice, code of ethics, legislation and research.
9. You have a current driver's license.

Desirable

1. You have detailed knowledge of empirically supported treatment approaches appropriate for the treatment of borderline personality disorder and people with complex needs, (including those with multiple co-existing conditions), with advanced capacity to critique models and choose the clinical approach most suited to the individual client.
2. You hold a sound knowledge of the broad literature on the treatment borderline personality disorder people with complex needs, (including those with multiple co-existing conditions).
3. You have experience in the evaluation of treatment services, as demonstrated by publications in refereed academic journals.

Aboriginal & Torres Strait Islander Candidates

Eastern Health's Aboriginal Workforce Plan 2023 – 2026 has recently been released. With a strong focus on cultural safety and belonging, actions included in the Workforce Plan provide practical supports for all Aboriginal and/or Torres Strait Islander staff.

An Aboriginal Employment Coordinator is available to ensure each person has culturally safe and positive employee experiences which foster belonging and access to diverse experiences and career pathways.

Should you require further information regarding this positon or support to complete an application, please contact the Recruitment Manager for this position or Eastern Health's Aboriginal Employment Coordinator at Aboriginal.Workforce@easternhealth.org.au

ATTACHMENT 2

Eastern Health/Department/Specialty Information & additional position requirements

Position Title:	Clinical Specialist, Spectrum
Department / Specialty Area	Spectrum
Campus / Physical Location	Richmond

ORGANISATIONAL CONTEXT

Eastern Health

Eastern Health is a leading provider of health care in the eastern region of Melbourne and incorporates Acute: Aged Care, Rehabilitation and Community Health and Mental Health and Alcohol & Drug Services across a number of large, medium and small work locations.

LOCAL WORK ENVIRONMENT

Statewide Services

The Statewide Services Program consists of Turning Point and Spectrum. Turning Point is a national specialist alcohol, drug and gambling organisation that integrate treatment and support services with research, education and training. Spectrum is Victoria's only statewide centre for the specialist treatment of personality disorder and complex trauma and provides training and education and contributes to research in this area.

Spectrum

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Turning Point

Turning Point was established in 1994 and amalgamated with **Eastern Health** in October 2009 and is formally affiliated with Monash University. Turning Point is a national addiction treatment centre, dedicated to providing high quality, evidence-based treatment to people adversely affected by alcohol, drugs and gambling, integrated with world-leading research and education. Combining innovative research in the clinical, population health and policy fields, with service innovation, surveillance, system enhancements, capacity building and specialist support, Turning Point directly assists services, communities and government to respond to current and emerging issues.